



AGRICULTURAL WAGE AND PRACTICE SURVEYS 2000

1 - FARMWORKER DIVERSIFIED CROPS

2 - IRRIGATOR

3 - FARMWORKER GENERAL I

4 - NURSERYWORKER

** Survey did not contain a practices component.*

5 - SHEEPSHEARER

** Survey did not contain a practices component.*

6 - SHEEPHERDER

** Survey did not contain a practices component.*

7 - APPENDIX - POSTER SESSION

8 - FEDERAL LABOR STANDARDS ACT WORKSHEET

*These surveys were funded by a grant from the US Department of Labor - Employment and Training Administration (USDOL-ETA) for the purpose of determining the prevailing wage rates for administration of the H2-A program. **The following report does not directly reflect the prevailing wage findings as directed by the Employment and Training Administration (ETA) handbook. Prevailing wage findings strictly follow pre-established rules and regulations as defined by federal guidelines.***

For purposes of providing information on minimum wages paid in Idaho, survey data was analyzed following statistical techniques other than those used by ETA for prevailing wages. Wage averages in this report will most likely differ from prevailing wage determinations made for the H2-A program administered by the ETA.

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SUMMARY



Throughout the 2000 agricultural season the Idaho Department of Labor interviewed over 600 farmers and farm workers to gain wage and practice information on almost 4,000 farm workers in Idaho. These surveys were funded by a grant from the US Department of Labor - Employment and Training Administration (USDOL-ETA) for the purpose of determining the prevailing wage rates for administration of the Agricultural Alien Labor Certification program. These surveys cover six occupational categories of farm workers (farm workers of diversified crops, farm worker general I, irrigators, nursery workers, sheepherders, and sheepshearers) as described by the Dictionary of Occupational Titles (DOT). The data and findings indicate that the survey covered over fifty crop and livestock activities (figure 3). The wage component of the survey found that less than 1% of the farm workers sampled that were paid hourly were paid below the federal minimum wage of \$5.15 per hour during the sampling periods of 2000 (figure 1). The data also indicate that farm workers paid by the hour were the most prevalent (65%) among all farm workers (figure 2).

All Farm Workers by Hourly Pay

Average Wage = \$6.47
Median Wage = \$6.00

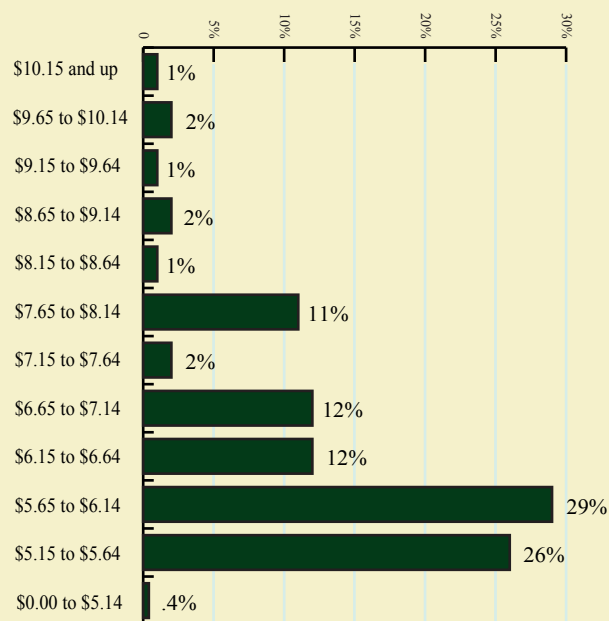


figure 1

Payment Types

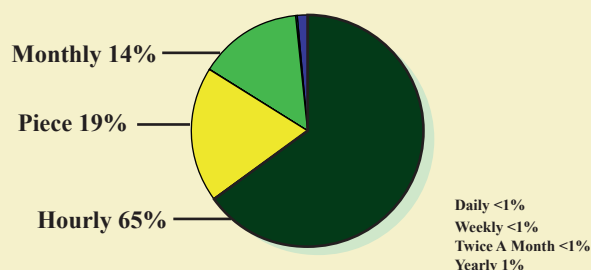
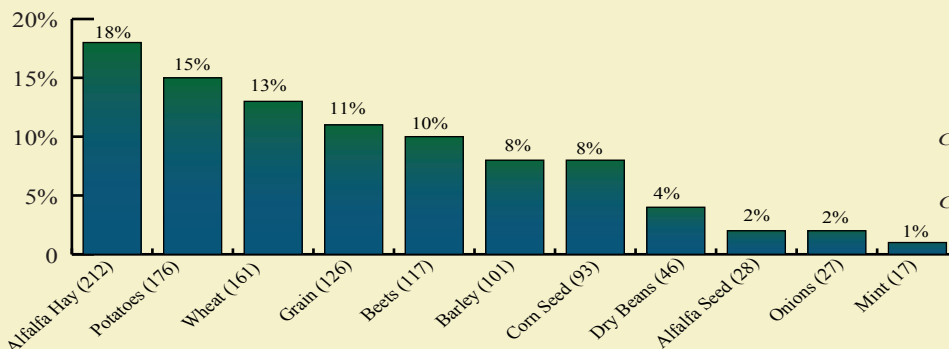


figure 2

Crop Activities



Fewer than 1%

| | |
|-----------------|-------------------|
| Grass (10) | Fresh Produce (2) |
| Peas (9) | Apricots (1) |
| Canola (6) | Asparagus (1) |
| Corn Hay (6) | Bromegrass (1) |
| Pasture (6) | Green Beans (1) |
| Lentil (5) | Mustard (1) |
| Apples (4) | Onion Seed (1) |
| Plums (4) | Raspberries (1) |
| Clover Seed (4) | Tomatoes (1) |
| Cherries (3) | Honey (1) |
| Peaches (3) | Fish (1) |
| Carrot Seed (3) | Nectarines (1) |
| Grapes (3) | Seed Crop (1) |
| Oats (2) | Feed Crop (1) |
| Herbs (2) | Flower Seed (1) |
| Squash (2) | Fruit (1) |
| Sod (2) | Garbanzos (1) |

figure 3

The combined findings above are elicited from the three wage and practice surveys (Farmworker General I, Diversified Crops, and Irrigator).

FARM WORKER DIVERSIFIED CROPS



DICTIONARY OF OCCUPATIONAL TITLE (D.O.T. ~ 407.663-010)

Drives and operates farm machines to grow and harvest a combination of crops, such as grain, fruit, and vegetables. Attaches farm implements, such as plow, seed drill, and manure spreader to tractor, and drives tractor and operates implements in fields to till soil and plant, cultivate, and fertilize crops, such as sugar beets, asparagus, wheat, onions, and mint. Thins and weeds plants, such as field corn, lima beans, fresh peas, and dry beans, using hand tools, such as hoes and shovels or power-drawn implement. Irrigates field to provide moisture for crop growth according to irrigation method appropriate for crops or locality. May mix chemical solutions, such as pesticides, herbicides, and fertilizers, and spray crops. May oversee activities of seasonal workers and keep workers' time records. May adjust and maintain farm machines.

SURVEY TYPE

Employer and Employee Respondents ~ Telephone and Visitation

SAMPLE SIZE

This sample consisted of 261 employers, who employed over 1,116 farmworkers of diversified crops.

SAMPLING TIME

Peak: July 2000

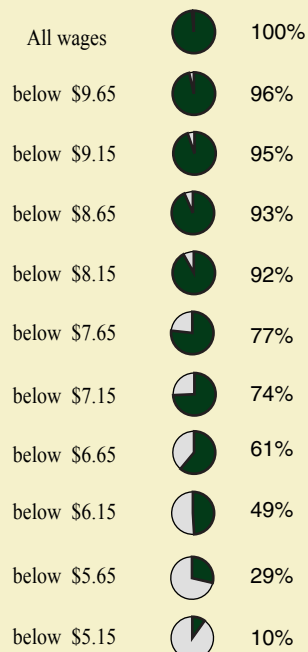
Survey Time ~ Begin: July 9, 2000

End: July 28, 2000

WAGES ~ WAGES DO NOT REFLECT OTHER COMPENSATION SUCH AS HOUSING, FOOD, AND TRANSPORTATION.

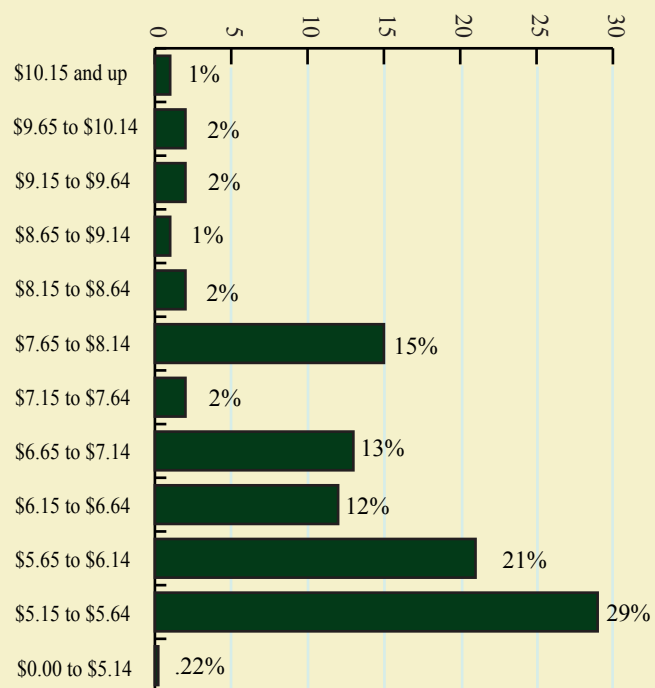
HOURLY ~ The average hourly pay is **\$6.59** per hour, ranging from \$5.00 to \$12.00 per hour. Over 80% of the sampled employees are paid by the hour. **Only .22%, or 1 in every 450 of these workers are paid under the federal minimum wage of \$5.15 per hour.**

Cumulative Percentage



Hourly by Pay Rate

Average Wage = \$6.59
Median Wage = \$6.25



*Figures may not add to 100% due to rounding error.

Hourly, Weekly, Monthly, and Yearly Combined

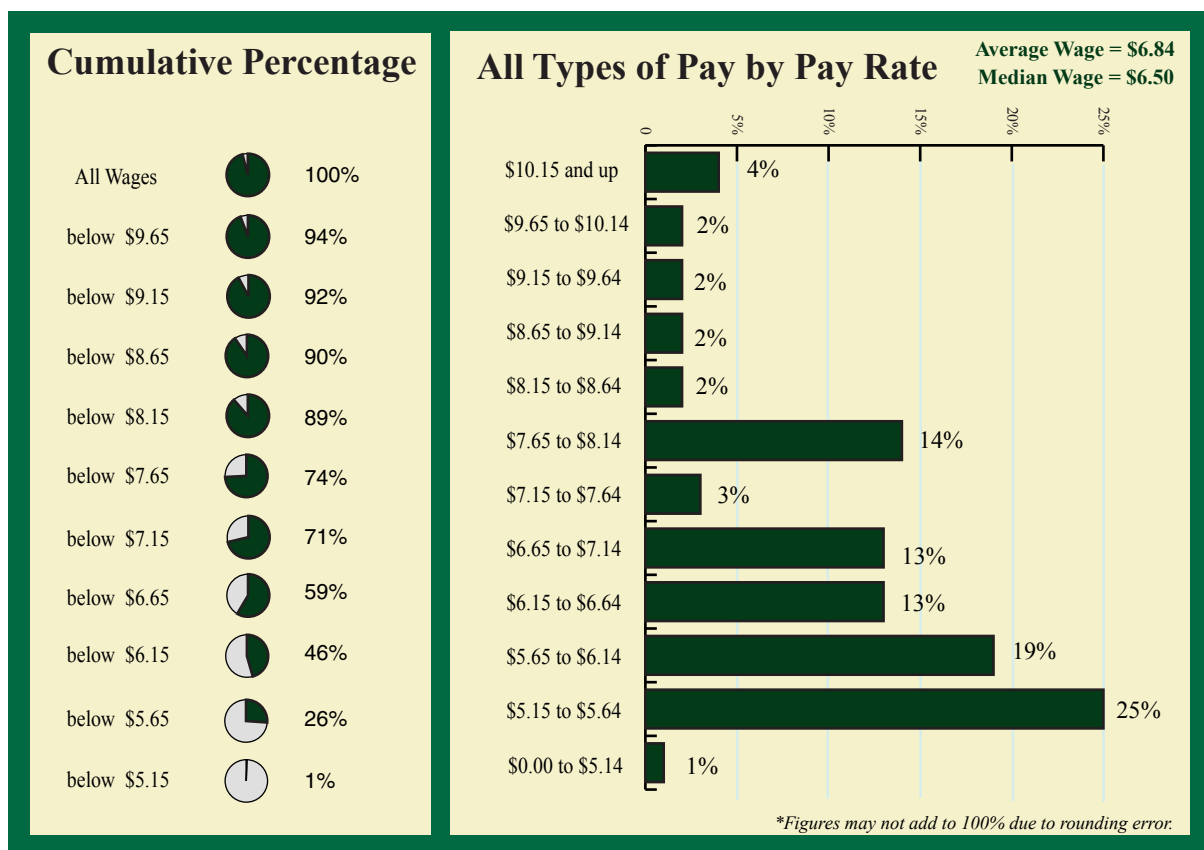
When combining payment types the data indicate that only around 1% of all diversified crops farm workers are paid under the federal minimum wage of \$5.15 per hour.

HOURLY ~ The average hourly pay is **\$6.59** per hour, ranging from \$5.00 to \$12.00 per hour. Over 80% of the sampled employees are paid by the hour. **Only .22%, or 1 in every 450 of these workers are paid under the federal minimum wage of \$5.15 per hour.**

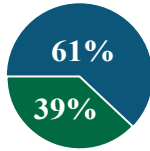
WEEKLY ~ The average weekly pay is **\$460** per week, ranging from \$325 to \$600 per week. However, less than 1% of the sampled employees are paid by the week. **Only 1.72%, or 1 in every 58 of these workers are paid under the federal minimum wage measured by \$5.15 per hour.**

MONTHLY ~ The average monthly pay is **\$1,782.86** per month, ranging from \$700 to \$3,500 per month. 16.5% of the sampled employees are paid by the month.

YEARLY ~ The average yearly pay is **\$20,750** per year, ranging from \$13,000 to \$32,000 per year. 1% of the sampled employees are paid by the year.

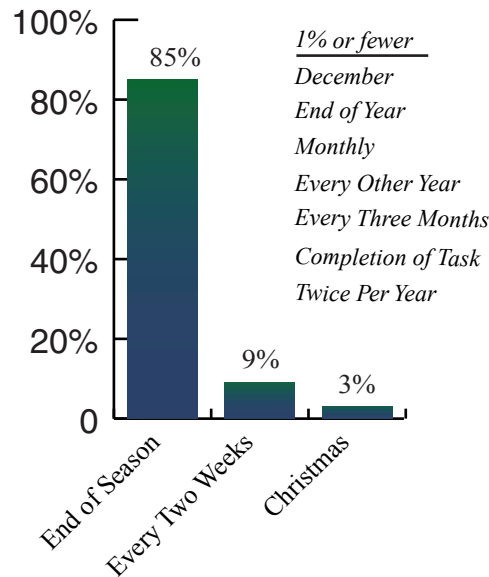


● Bonus

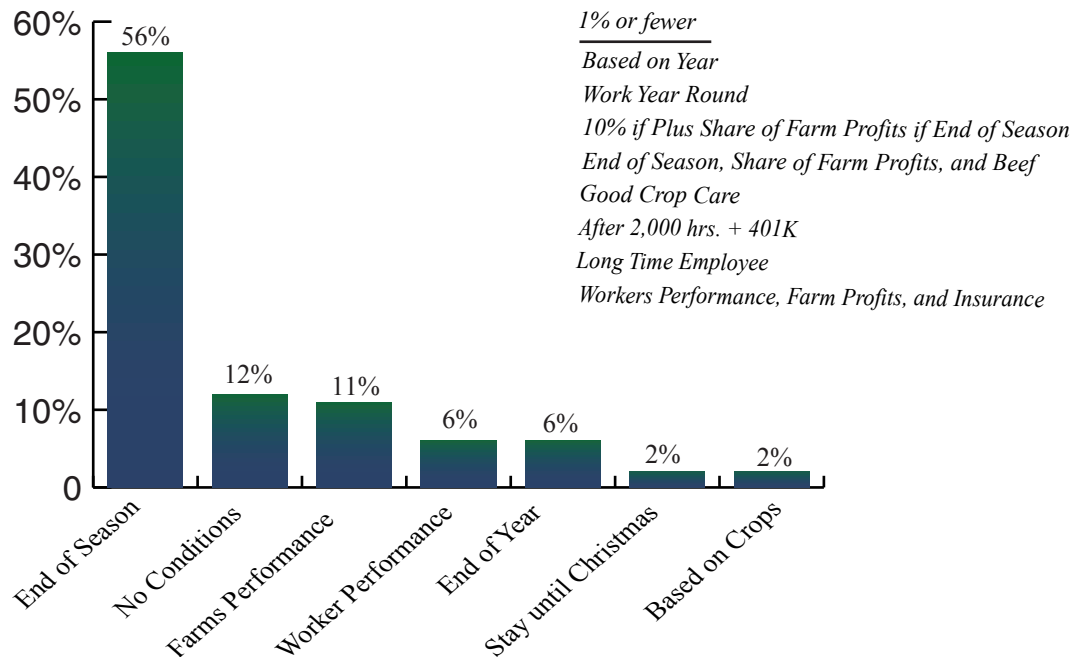


61% of the farmworker diversified crops do not receive bonus.
39% of the farmworker diversified crops are provided with bonus, monetary or in kind.

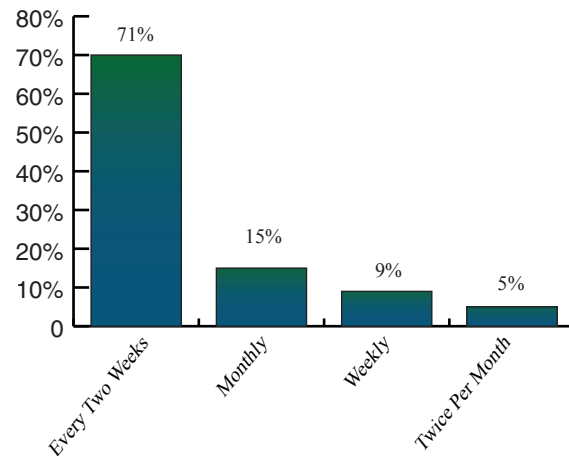
■ Bonus Pay Period



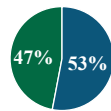
■ Conditions to Receive Bonus



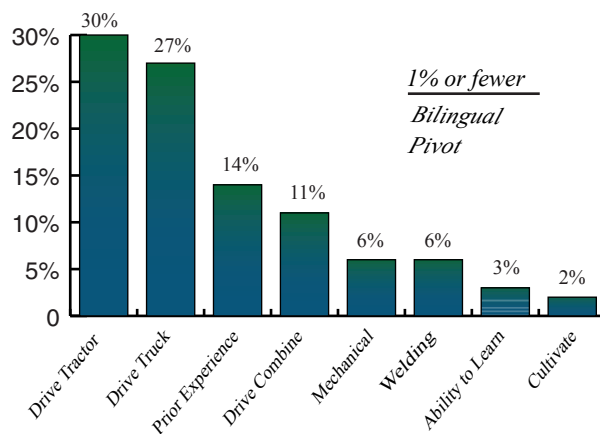
● Pay Frequency



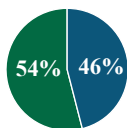
● Special Skills



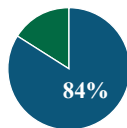
53% are not required to have special skills
47% are required to have special skills



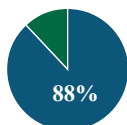
● Time Spent Irrigating



46% do not irrigate at all during the season.
54% of farmworkers do some irrigation during season.



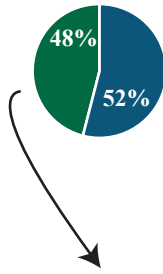
Farmworkers of diversified crops spend on average 16% of their time irrigating.



88% that irrigate at any time during the season, do not get any pay differential when irrigating.
12% of the farmworkers that irrigate get paid by piece-rate when irrigating.

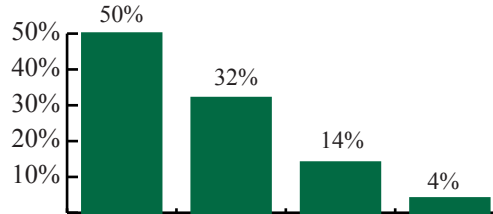
Overall, only 4.9% of farmworkers diversified crops are paid on a piece-rate basis when irrigating.

● Housing



52% are not provided with housing.

48% are provided with housing with or without charge; broken down as follows:



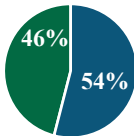
50% are provided with housing for the worker and worker's family, completely free of charge.

32% are provided with housing for the worker only, completely free of charge.

14% are provided with housing for the worker and worker's family, but not completely, free of charge.

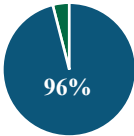
4% are provided with housing for the worker only, but not completely free of charge.

● Nourishment



54% are not provided with cooking facilities.

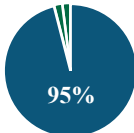
46% are provided with cooking facilities.



96% are not provided with food, meals or supplies.

4% are provided with food, meals or supplies.

● Transportation



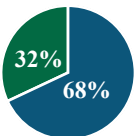
95% are not provided with transportation to workers whose residence is too far to commute to work.

4% are provided with return transportation.

1% are provided with advanced money for transportation.

.3% pay back monies advanced for transportation.

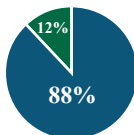
● Work Experience



68% are not required to have prior work experience.

32% are required to have prior work experience.

● References

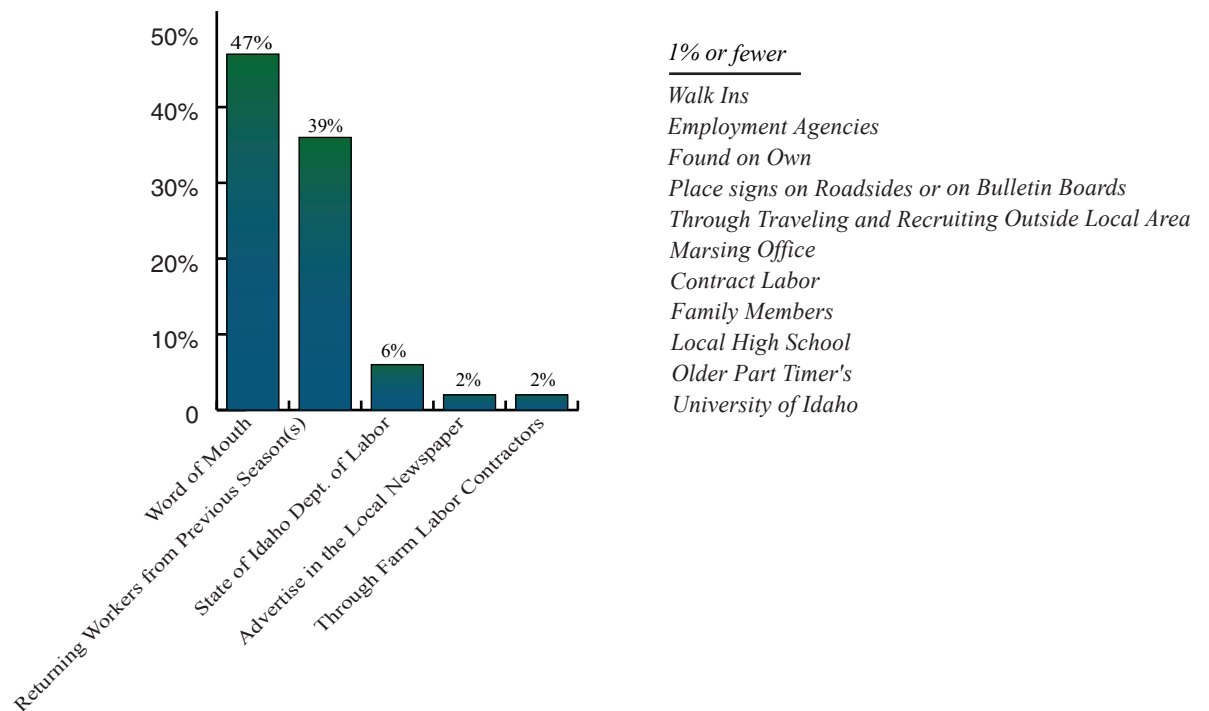


76% do not require workers to provide references prior to being employed.

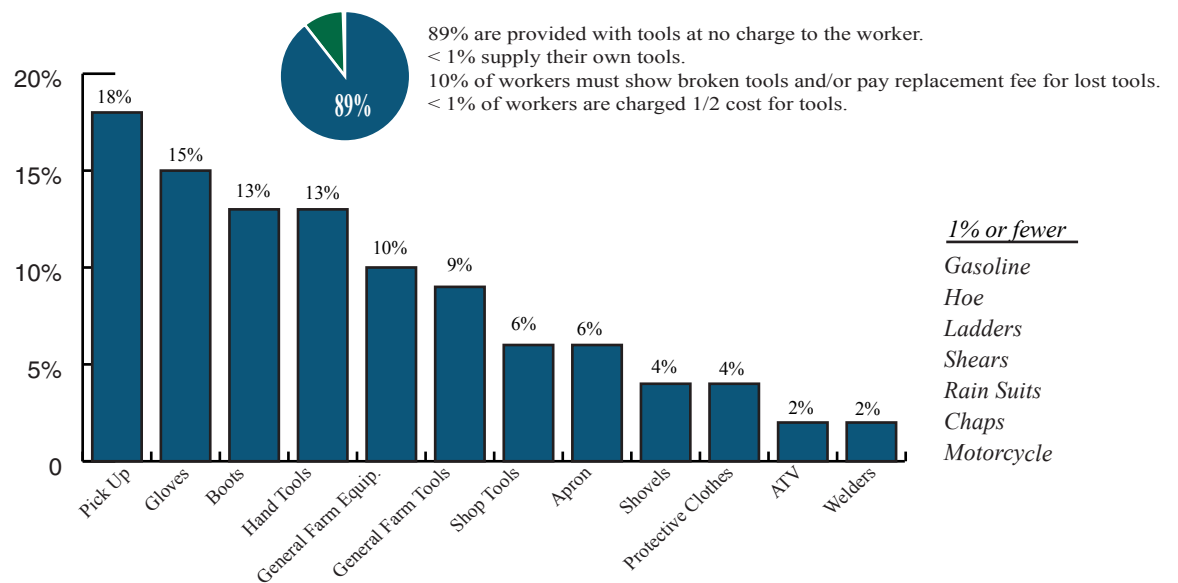
24% do require workers to provide references prior to being employed,

~ out of this 24%, the employer verifies 98% of the references provided.

● Method of Recruitment



● Tools



IRRIGATOR



DICTIONARY OF OCCUPATIONAL TITLE (D.O.T. ~ 409.685-014, AND 409.687-014)

IRRIGATOR, SPRINKLING SYSTEM DOT: 409685014

Tends sprinkler system that irrigates land: Lays out strings (pipe) along designated pipeline settings in field. Connects pipe, using snap lock or wrench to tighten collar clamp. Attaches revolving sprinkler heads to vertical pipes at designated points along pipeline. Starts gasoline engine and adjusts controls that move self-propelled wheel line sprinkler system across field or pushes on switch that activates circle sprinkler system, and starts pump that forces water through system to irrigate crops. Observes revolving sprinklers to ensure uniform distribution of water to all areas. Lubricates, adjusts, and repairs or replaces parts, such as sprinkler heads and drive chains to maintain system, using hand tools. Disassembles system and moves it to next location after specified time intervals.

IRRIGATOR, GRAVITY FLOW DOT: 409687014

Irrigates field and row crops using any of following gravity-flow methods: (1) Lifts gate in the side of flooded irrigation ditch, permitting water to flow into bordered section of field. Shovels and packs dirt in low spots of embankment or cuts trenches in high areas to direct water flow. Closes gate in ditch when bordered section is flooded. (2) Removes plugs from portholes in pipes or wooden tunnels set in embankment at end of rows and observes water flowing through portholes. Removes obstructions from rows and builds up edges of rows with dirt. Plugs porthole as each row is filled. (3) Opens gate or connects stand pipe (vertical pipe) to underground pipe system that releases water flow into reservoir or ditch. Siphons water from flooded reservoir or gate or connects stand pipe (vertical pipe) to underground pipe system that releases water flow into reservoir or ditch. Shovels or hoes soil to clear ditches and furrows and build embankments that channel water in assigned area but avoid overflow into areas that could be damaged by water. May mix and apply cement solution to fill holes and cracks in concrete-lined pipes, ditches, and spillways, and make minor repairs to metal, concrete, and wooden frameworks in pipe and ditch valves and gates. May carry, lay out, and join portable irrigation-pipe sections to link up main ditch or pipe with field.

SURVEY TYPE

Employer and Employee Respondents ~ Telephone and Visitation

SAMPLE SIZE

This sample consisted of 309 employers, who employed over 1,596 irrigators.

SAMPLING TIME

Peak: July 2000










Survey Time ~ Begin: July 9, 2000

End: July 28, 2000

WAGES ~ WAGES DO NOT REFLECT OTHER COMPENSATION SUCH AS HOUSING, FOOD, AND TRANSPORTATION.

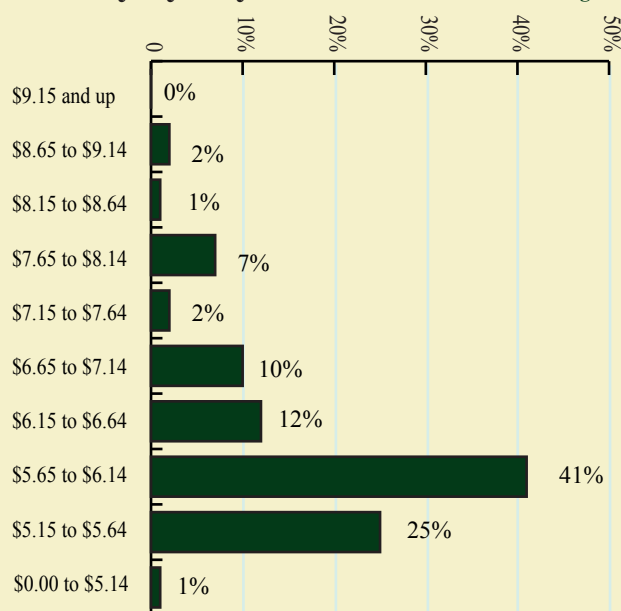
HOURLY ~ The average hourly pay is **\$6.19** per hour, ranging from \$3.00 to \$9.00 per hour. Just over 48% of all irrigators sampled are paid hourly. **Only .65%, or 1 in every 154 workers are paid under the federal minimum wage (\$5.15 per hour) according to the sample.**

Cumulative Percentage

| | | |
|--------------|---|------|
| below \$9.15 |  | 100% |
| below \$8.65 |  | 98% |
| below \$8.15 |  | 97% |
| below \$7.65 |  | 90% |
| below \$7.15 |  | 88% |
| below \$6.65 |  | 78% |
| below \$6.15 |  | 66% |
| below \$5.65 |  | 26% |
| below \$5.15 |  | 1% |

Hourly by Pay Rate

Average Wage = \$6.19
Median Wage = \$6.00



*Figures may not add to 100% due to rounding error.

Hourly, Monthly, and by Piece Combined

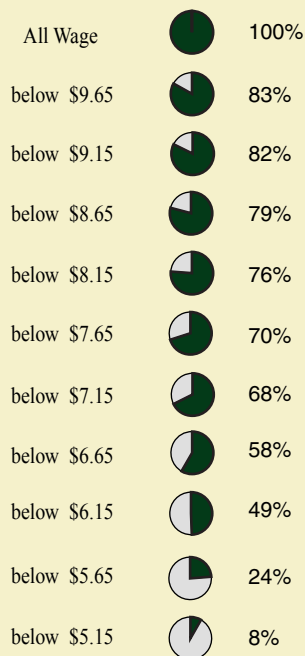
While the percentage of farm workers under the federal minimum wage goes up to 8% from 1% when combining all payment types, notice the average wage increases from \$6.19 per hour to \$6.98 per hour. This phenomena exists in virtually all other farm worker occupations.

HOURLY ~ The average hourly pay is \$6.19 per hour, ranging from \$3.00 to \$9.00 per hour. Just over 48% of all irrigators sampled are paid hourly. Only .65%, or 1 in every 154 workers are paid under the federal minimum wage (\$5.15 per hour) according to the sample.

PIECE ~ PIPE ~ The average pay is 15 cents per pipe, ranging from 11 to 25 cents per pipe. **LINE** ~ The average pay is \$4.26 per line, ranging form \$1.50 to \$8.00 per line. Around 43% of all the irrigators sampled are paid by the pipe or line.

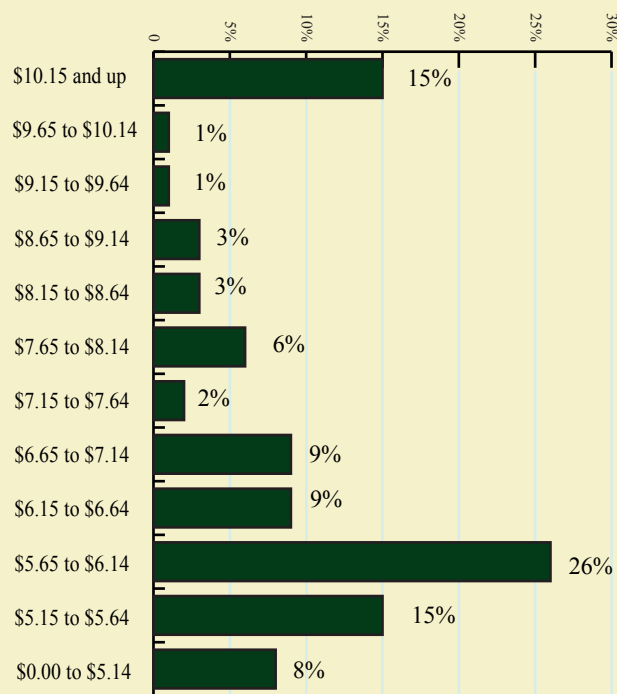
MONTHLY ~ The average monthly pay is \$1,455.60 per month ranging from \$500 to \$3,000 per month. Approximately 8% of the irrigators sampled are paid by the month. 5.21%, or 5 in every 96 of the workers paid by the month are paid under the federal minimum wage (as measured by \$5.15 per hour) according to the sample.

Cumulative Percentage



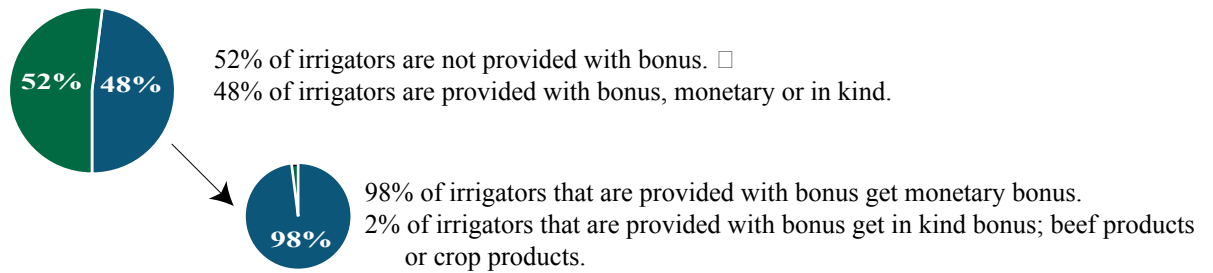
All Pay Types by Pay Rate

Average Wage = \$6.98
Median Wage = \$6.25

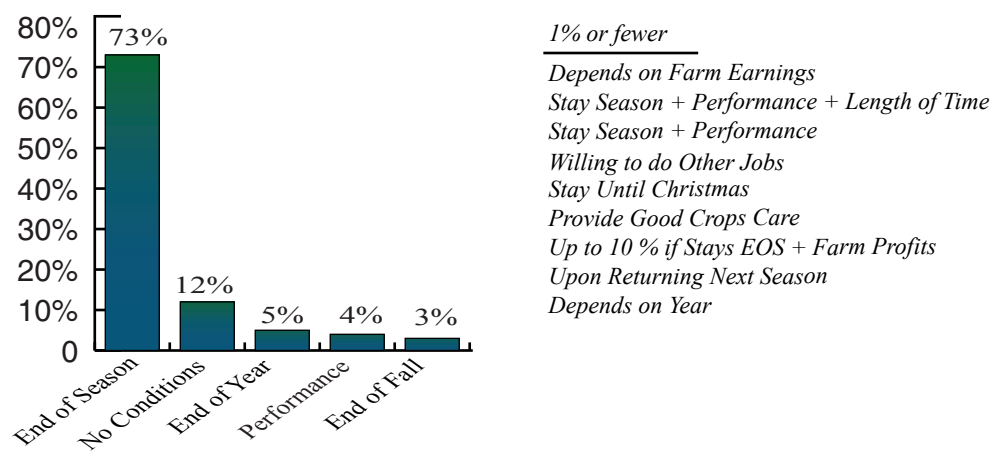


*Figures may not add to 100% due to rounding error.

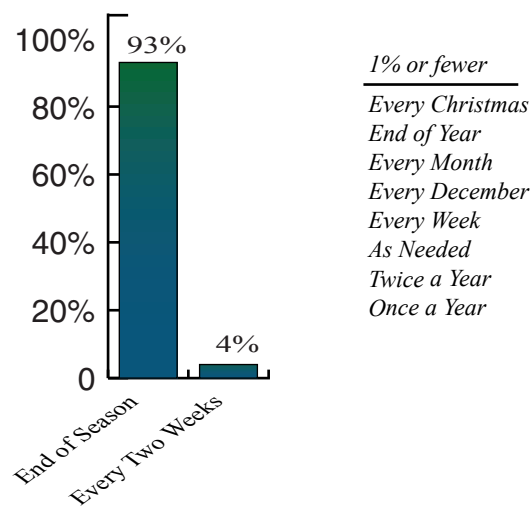
● Bonus



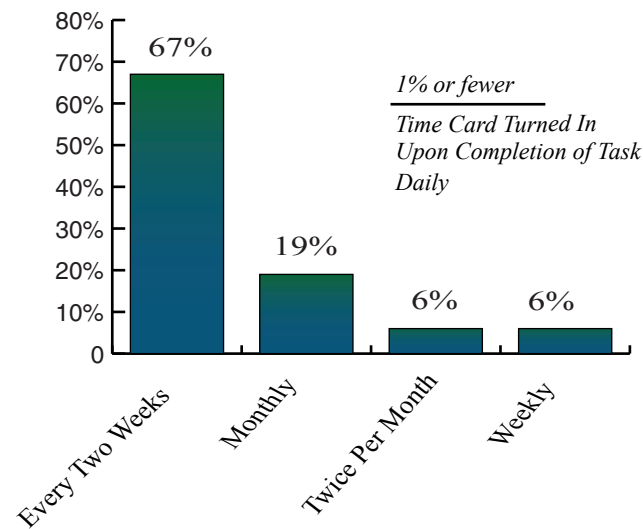
■ Conditions to Receive Bonus



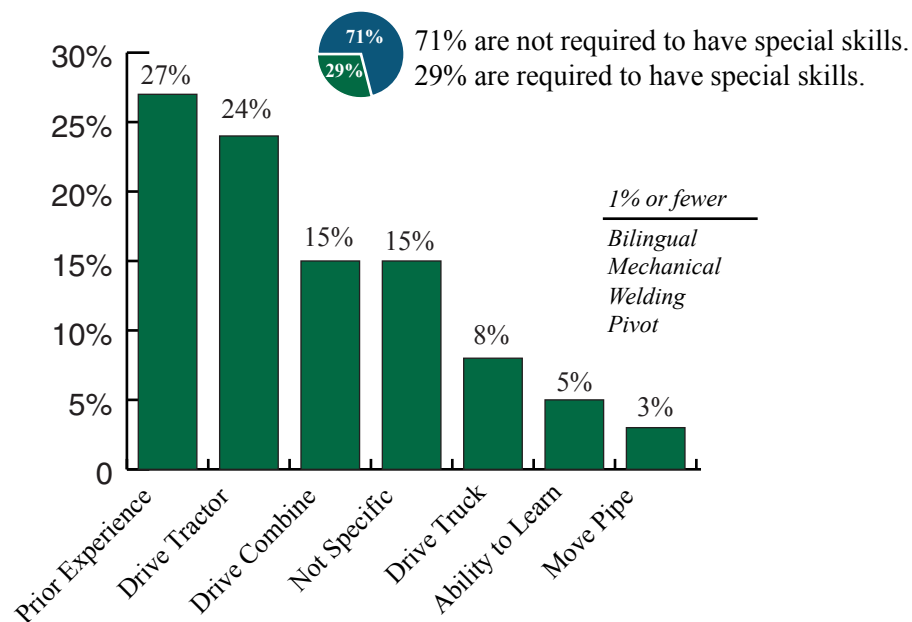
■ Bonus Pay Period



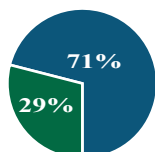
● Pay Frequency



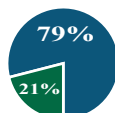
● Special Skills



● Time Spent Irrigating

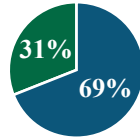


29% of irrigators surveyed solely irrigated while on the job.



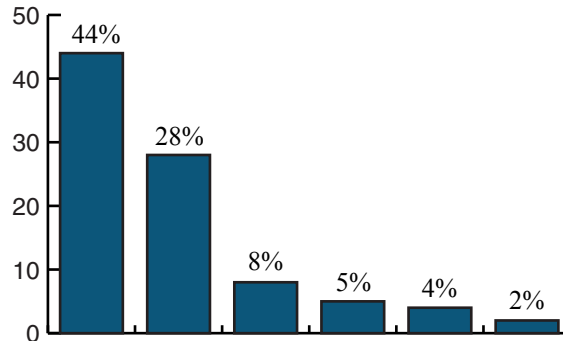
On average irrigators spend 21% of their time doing tasks other than irrigating.

● Housing



31% of irrigators are not provided housing.

69% of irrigators are provided housing with or without charge; broken down as follows:



44% are provided with housing for the worker only, completely free of charge.

28% are provided with housing for the worker and worker's family, completely free of charge. □

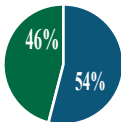
8% are provided with housing for the worker and worker's family, but not completely free of charge.

5% are provided with housing for the worker only, but not completely free of charge.

4% are provided with housing completely free of charge, without disclosing if for workers and/or worker's family. □

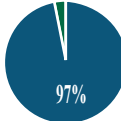
2% are provided with housing, but not completely free of charge, without disclosing if for workers and/or worker's family.

● Nourishment



54% are provided with cooking facilities. □

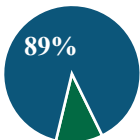
46% are not provided with cooking facilities.



97% are not provided with food, meals or supplies.

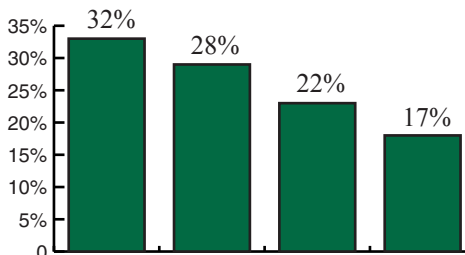
3% are provided with food, meals or supplies.

● Transportation



89% are not provided with transportation to workers whose residence is too far to commute to work.

11% are provided with transportation to the place of work to workers whose residence is too far to commute to work; broken down as follows:



32% are advanced money for transportation and also are paid for transportation back to workers residence.

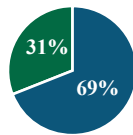
28% pay back monies advanced for transportation.

22% are provided with advanced money for transportation.

17% pay transportation without disclosing details.

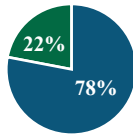
PRACTICES ~ CONTINUED

● Work Experience



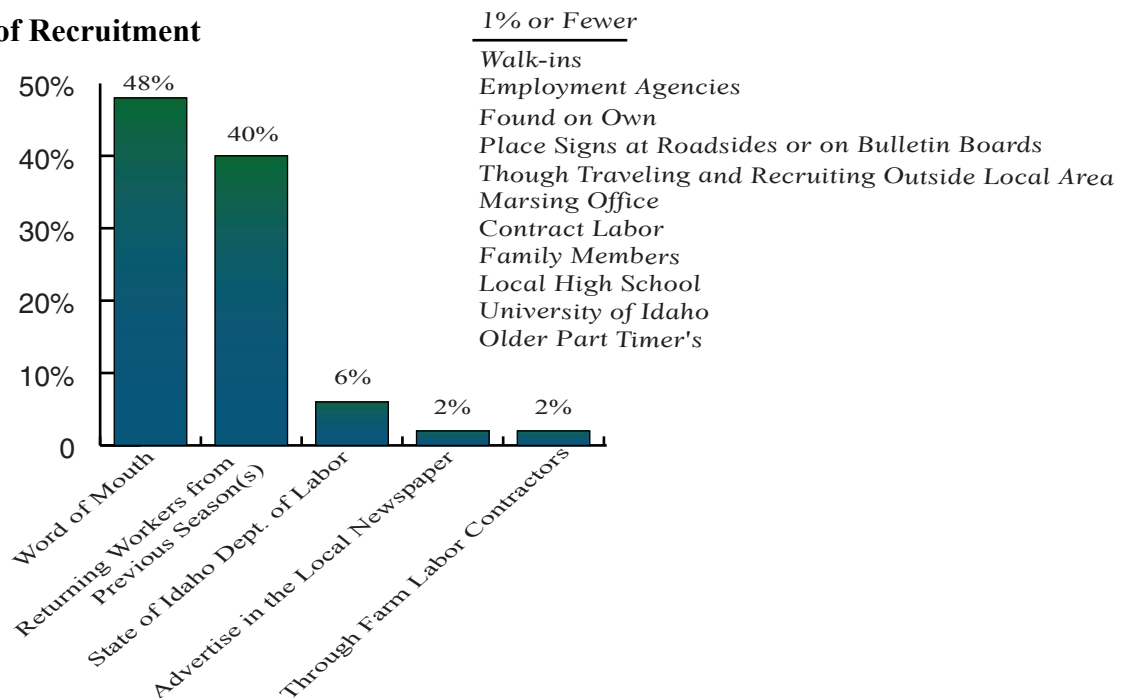
69% are not required to have prior work experience.
31% are required to have previous work experience.

● References

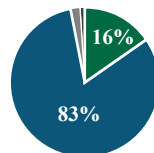


78% are not required to provide references prior to being employed. □
22% are required to provide references prior to being employed,
~ out of which, only 17% are verified.

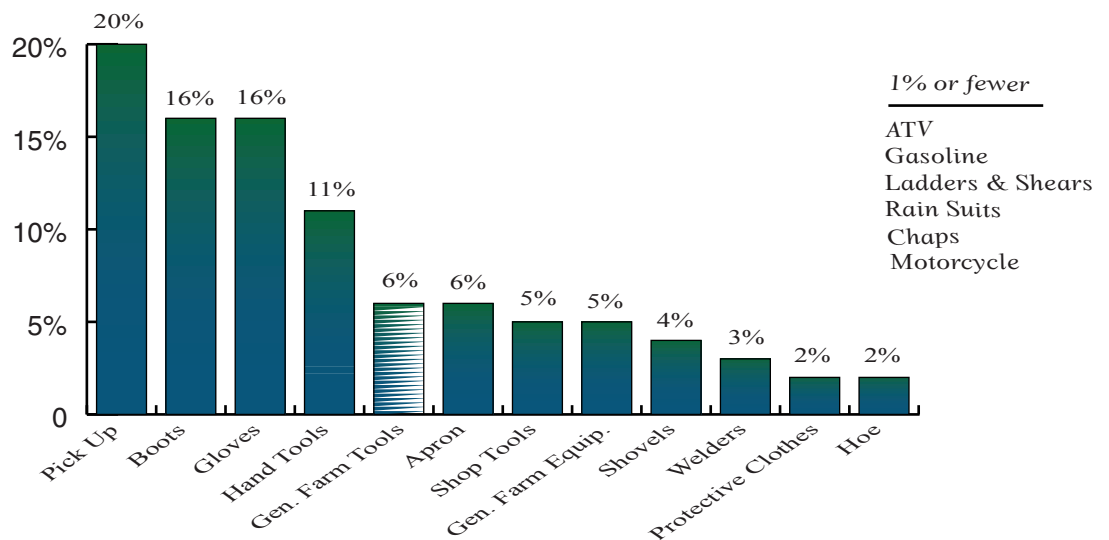
● Method of Recruitment



● Tools



83% □ are provided with tools at no charge to the worker.
.4% □ supply their own tools.
16% □ of irrigators are provided with tools twice per □
□ □ season and after that, they buy their own.
.2% □ of irrigators are charged 1/2 cost for tools.



FARMWORKER GENERAL I



DICTIONARY OF OCCUPATIONAL TITLE (D.O.T. ~ 421.683-010)

Drives trucks and tractors and performs a variety of animal and crop raising duties as directed on a general farm: Plows, harrows, and fertilizes soil, and cultivates, sprays, and harvests crops, using variety of tractor-drawn machinery. Cares for livestock and poultry, observing general condition and administering simple medications to animals and fowls. Hauls feed to livestock during grass shortage and winter months. Operates, repairs, and maintains farm implements and mechanical equipment, such as tractors, gang plows, ensilage cutters, hay balers, and milking machines. Repairs farm buildings, fences, and other structures. May irrigate crops. May haul livestock and products to market. Usually works year-round and may oversee casual and seasonal help during planting and harvesting.

SURVEY TYPE

Employer and Employee Respondents ~ Telephone

SAMPLE SIZE

This sample consisted of 25 employers, who employed over 166 farmworkers.

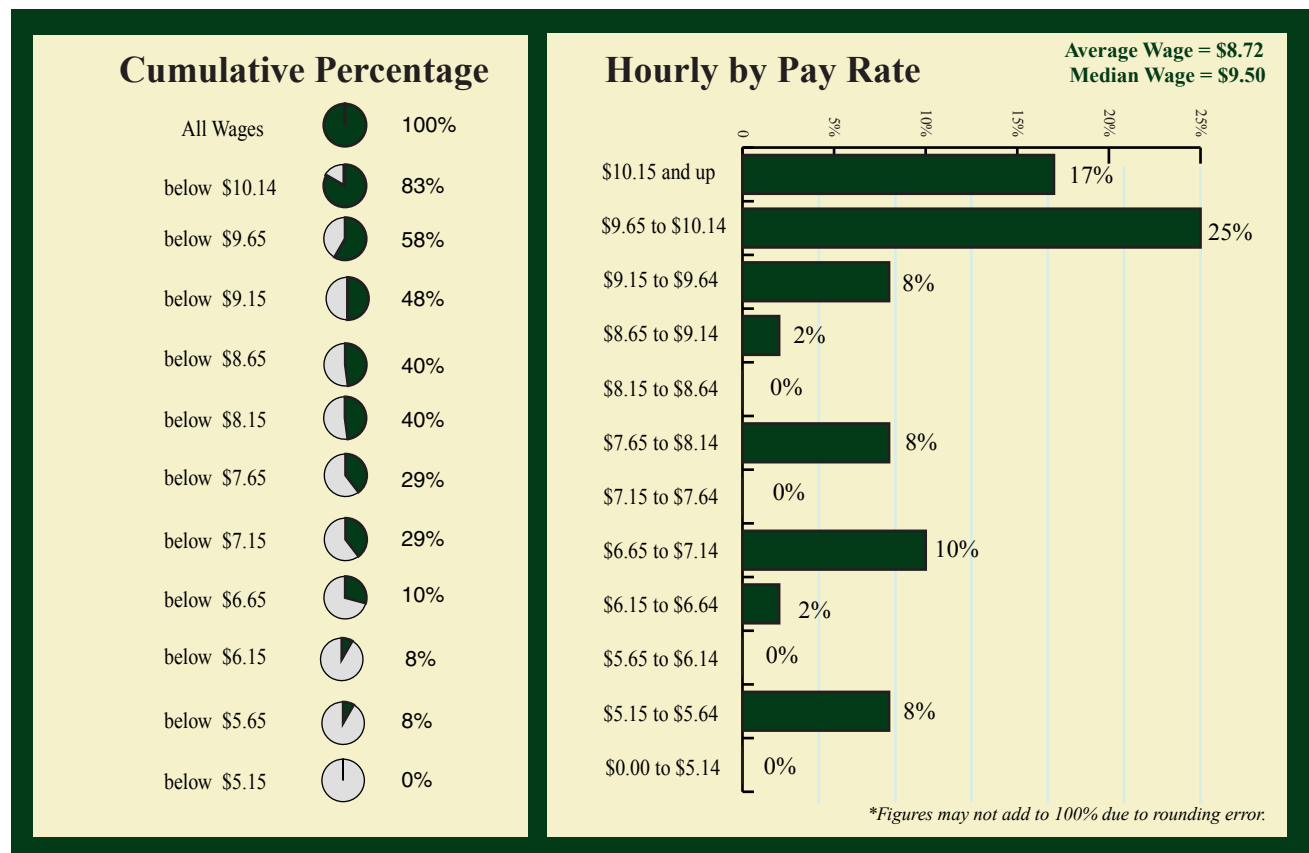
SAMPLING TIME

Peak: July & October

Sampled: September 10 - 16, 2000

WAGES ~ WAGES DO NOT REFLECT OTHER COMPENSATION SUCH AS HOUSING, FOOD, AND TRANSPORTATION.

HOURLY ~ The average hourly pay is **\$8.72** per hour, ranging from \$5.15 to \$15.00 per hour, working an average of 50.41 hours per week. Approximately 29% of the sampled employees are paid by the hour. **No farmworkers were found to be paid under the federal minimum wage.**



Hourly, Daily, Monthly, and Yearly Combined

When combining payment types the data indicate again that no workers are paid below the federal minimum wage. However, it is also interesting to note that most farm worker general employees do not receive a bonus or housing. This is expected because generally these livestock occupations are not seasonal but year-round employment.

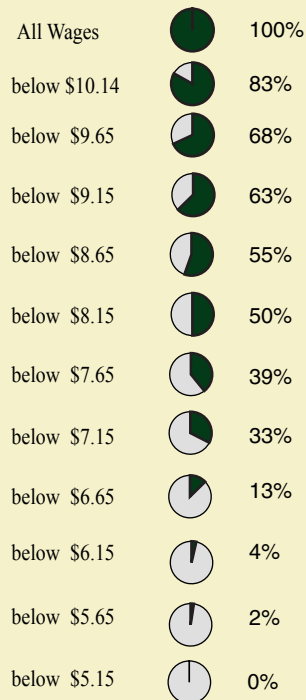
HOURLY ~ The average hourly pay is \$8.72 per hour, ranging from \$5.15 to \$15.00 per hour, working an average of 50.41 hours per week. Around 29% of the sampled employees are paid by the hour. None was found to be paid under the federal minimum wage.

DAILY ~ The average daily pay is \$70.00 per day or \$7.64 per hour, working an average of 55 hours a week, while 1% of the sampled employees are paid by the day.

MONTHLY ~ The average monthly pay is \$1,701.51 or \$8.19 per hour, ranging from \$1,250 to \$2,500 per month or from \$6.00 to \$10.49 per hour considering the average hours worked per week is 48.91. The data indicated that 62% of the sampled employees are paid by the month.

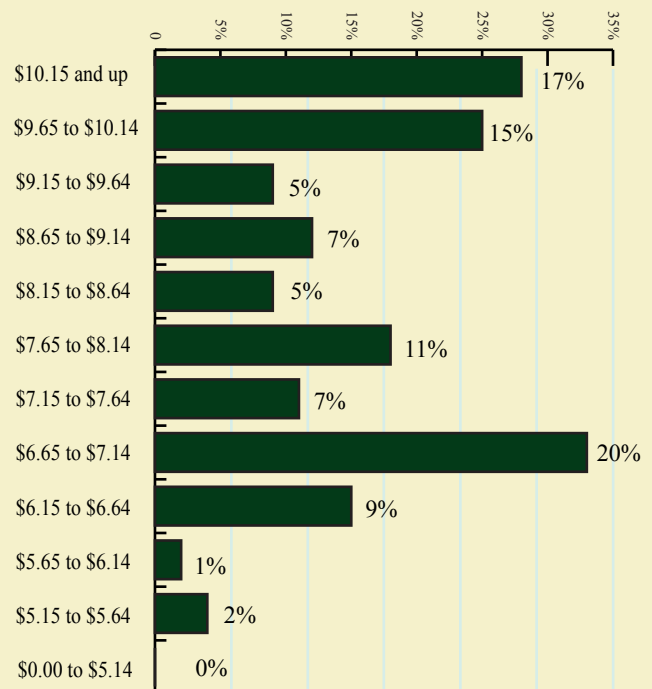
YEARLY ~ The average hourly pay is \$10.79 per hour, working an average of 53.7 hours a week. The data also indicated 8% of the sampled employees are paid by the year.

Cumulative Percentage



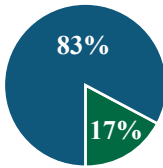
All Types of Pay by Pay Rate

Average Wage = \$8.24
Median Wage = \$8.54



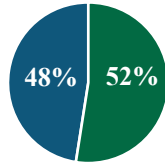
*Figures may not add to 100% due to rounding error.

● Bonus



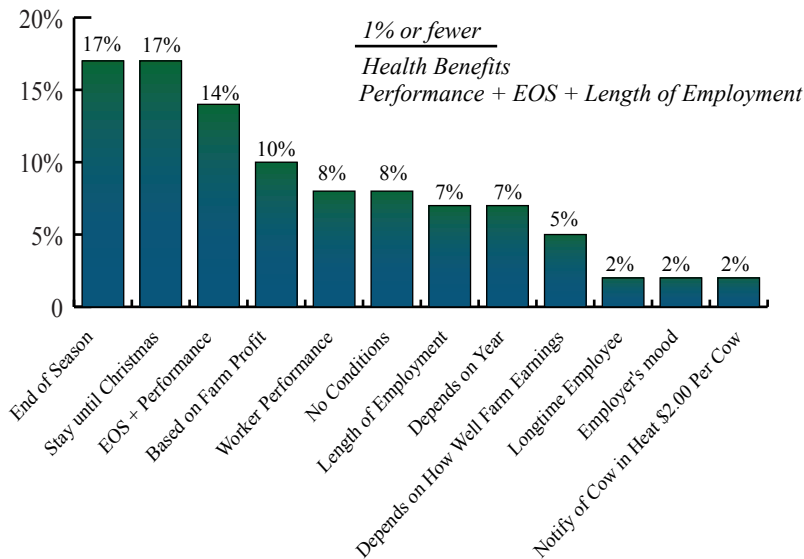
17% of these farm workers (Farm Worker General I) are not provided with bonus of any kind.
83% of these farm workers are provided with bonus monetary or in kind.

■ Bonus Pay Period

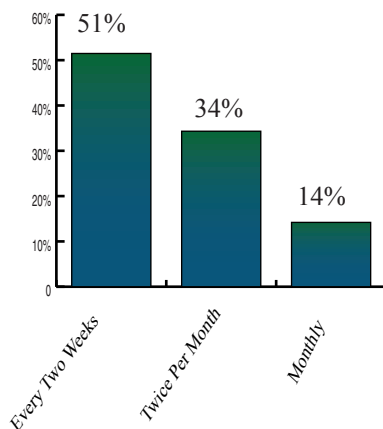


48% receive the bonus at the end of the season.
52% receive the bonus during Christmas.

■ Conditions to Receive Bonus



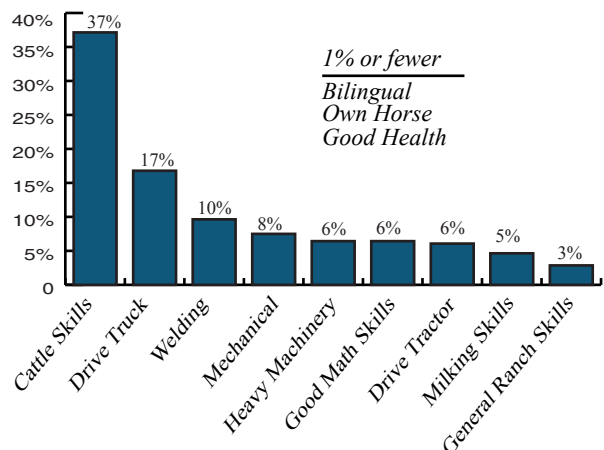
● Pay Frequency



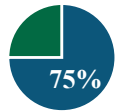
● Special Skills



85% are required to have special skills.
15% are not required to have special skills.



● Time Spent Irrigating



75% do not irrigate at all during the season.
25% do some irrigation during the season.



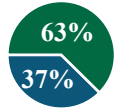
On Average farmworkers general spend 15% of their time irrigating.



88% that irrigate at any time during the season do not get any pay differential when irrigating.
12% of the farmworkers that irrigate get paid by piece-rate when irrigating.

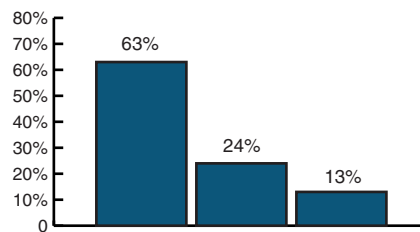
Overall, only 3% of farmworkers general are paid on a piece-rate basis when irrigating.

● Housing



63% are not provided with housing.

37% are provided with housing with or without charge; broken down as follows:



63% are provided with housing for the worker and worker's family completely free of charge.

24% are provided with housing for the worker only completely free of charge.

13% are provided with housing for the worker and worker's family but not completely free of charge.

● Nourishment



77% are not provided with cooking facilities.
23% are provided with cooking facilities.



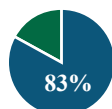
64% are not provided with some kind of food, meals or supplies.
36% are provided with some kind of food, meals or supplies.

● Transportation



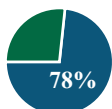
None of the farmworker general worker whose residence is too far to commute is provided with transportation aid to travel to the place of work.

● Work Experience



83% are not required to have work experience.
17% are required to have work experience.

● Reference



78% are not required to provide work references prior to being employed.
22% are required to provide work references prior to being employed.

NURSERY WORKER



DICTIONARY OF OCCUPATIONAL TITLE (405.687-014, 405.684-014, 405.161-014, 405.131-010)

This occupation will consist of four different crop activities: General Nursery Worker, Greenhouse General Worker, Turf/Sod Worker, and Supervisor/Crew Leader throughout the State of Idaho.

SURVEY TYPE

Employer Respondents ~ Telephone and Mail-out

SAMPLE SIZE

There are estimated to be approximately 1000 employees within this occupation. As required by the U.S. Department of Labor, the survey will include all known employers who are hiring, have hired, or may hire domestic nursery workers not including family. It is estimated this survey sampled approximately 26% of the total population of employees.

SAMPLING TIME

As a result of the preliminary nursery survey conducted in the third week of February, 2000, estimated peak activity for this industry was determined to be the month of May. The activity period selected for this survey was information from the week of May 21-27, 2000, with data collection made from May 29 to June 9, 2000.

WAGES ~ WAGES DO NOT REFLECT OTHER COMPENSATION SUCH AS HOUSING, FOOD, AND TRANSPORTATION.

Greenhouse General Worker

Average Wage ~ \$6.39 per hour

Nursery General Worker

Average Wage ~ \$6.60 per hour ~ 7% receive a bonus.

Sod/Turf Worker

Average Wage ~ \$5.88 per hour ~ 40% receive a bonus.

Nursery Supervisor/Crew Leader

Average Wage ~ \$9.57 per hour ~ none receive a bonus.

PRACTICES

Greenhouse General Workers sampled receive no food or transportation, however 2.77% are provided with housing.

Nursery General Workers sampled receive no housing, food, or transportation.

Sod/Turf Workers sampled receive no housing, food, or transportation.

Nursery Supervisor/Crew Leaders sampled receive no housing, food, or transportation.

SHEEPSHEARER SURVEY



DICTIONARY OF OCCUPATIONAL TITLE (D.O.T. ~ 410.684-014)

This occupation consists of sheepshearing activities including shearing ewes, lambs, and bucks in the State of Idaho.

SURVEY TYPE

Employer Respondents ~ Mail-out with telephone follow-up

SAMPLE SIZE

As required by the Department of Labor, the survey includes all known sheepshearer employers or contractors, who are hiring, have hired, or may hire, domestic sheepshearers not including family, and independent sheepshearers known to work alone. It is estimated Idaho has around 12 employers employing close to 35 domestic sheepshearers. It is estimated this survey sampled approximately 66.67% of the total population of employees.

SAMPLING TIME

Peak activity is estimated to occur during early spring, however, some activity is reported in the fall for areas of higher altitude. The period selected for this survey was the month of March with data collected made from April 24 to May 5, 2000.

WAGES ~ WAGES DO NOT REFLECT OTHER COMPENSATION SUCH AS HOUSING, FOOD, AND TRANSPORTATION.

Lambs: \$1.54 per head on average.

Ewes: \$1.55 per head on average.

Bucks: \$3.10 per head on average.

It is estimated that an experienced sheepshearer normally shears between 14 and 18 sheep per hour.

None are paid bonuses.

PRACTICES

HOUSING ~ 100% of sheepshearers are provided with housing.

MEALS ~ 100% of sheepshearers do not receive food or food supplies (however, they do receive food during travel).

TRANSPORTATION ~ 100% of sheepshearers are provided with daily transportation to get to place of work.

TYPE OF WORKER - 87.5% are interstate workers while only 12.5% are in-state/domestic workers.

SHEEPHERDER SURVEY



DICTIONARY OF OCCUPATIONAL TITLE (D.O.T. ~ 410.687-022)

Occupation consists of sheepherding, encompassing the total care of flocks on mountain pastures or desert ranges.

SURVEY TYPE

Employer Respondents ~ Mail-out with telephone follow-up.

SAMPLE SIZE

It is estimated that there are a total of 60 employers within the Sheepherder occupation. As required by the U.S. Department of Labor, the survey includes all known employers who are hiring, have hired, or may hire domestic sheepherders not including family or workers under the H2A program. This survey sampled approximately 78% of the total population of employees.

SAMPLING TIME

The estimated peak activity occurs in early spring or late summer, but due to the inaccessibility of many of the sheep camps, the optimal time for interviewing employers is early spring, before flocks are moved. The activity period selected for this survey was March with data collection made from March 27 to April 7, 2000.

WAGES ~ WAGES DO NOT REFLECT OTHER COMPENSATION SUCH AS HOUSING, FOOD, AND TRANSPORTATION.

It is estimated that sheepherders work on average more than 12 hours per day in order to accomplish the sheepherding responsibilities required of them.

Average Wage ~ \$736.30 per month, ranging from \$500 to \$1,050 per month. The data indicate that most sheepherders are paid below the federal minimum wage. Such a finding is based on the hours worked which are extremely difficult to define for this occupation.

Bonus ~ 92.30% do not receive bonus pay, while 7.7% do receive bonus pay from \$100 to \$1,200 per year.

PRACTICES

HOUSING ~ 100% of the employees are provided housing of some kind consisting of tents, wagons, and other covered structures.

MEALS ~ 82.25% supply food while 17.5% of the employers have their employees pay for their own food.

TRANSPORTATION ~ 100% of all employees pay their own transportation, 56.4% of these, however, do receive transportation compensation, but are required to pay back the employer.



AGRICULTURAL WAGE AND PRACTICE SURVEYS 2000

1 - FARMWORKER DIVERSIFIED CROPS

2 - FARMWORKER GENERAL I

3 - IRRIGATOR

4 - NURSERYWORKER

** Survey did not contain a practices component.*

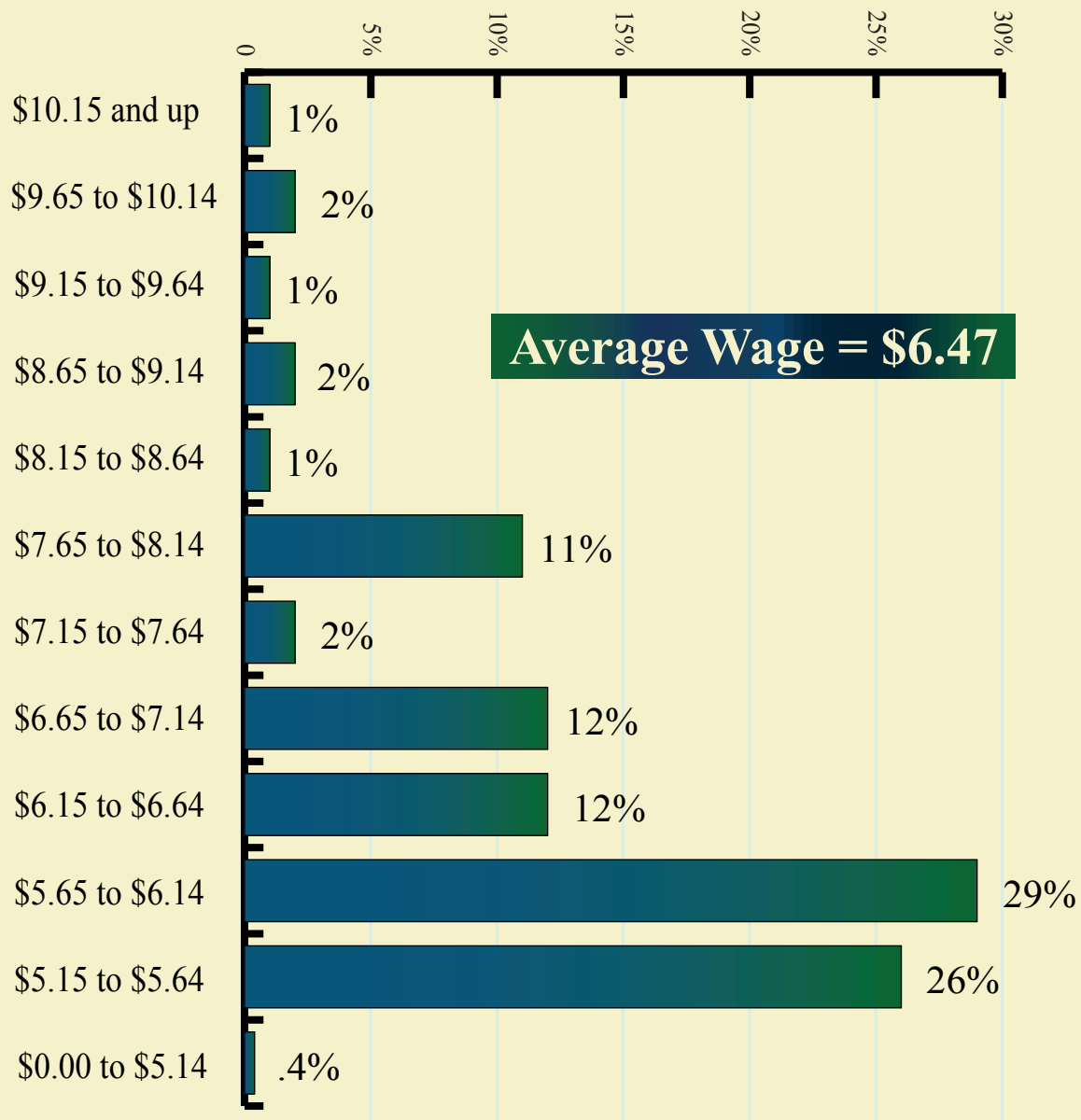
5 - SHEEPSHEARER

** Survey did not contain a practices component.*

6 - SHEEPHERDER

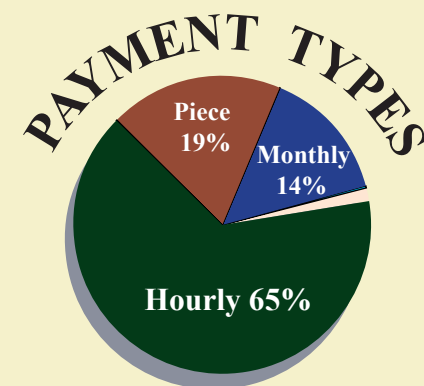
** Survey did not contain a practices component.*

All Farm Workers by Hourly Pay



**Figures may not add to 100% due to rounding error.*

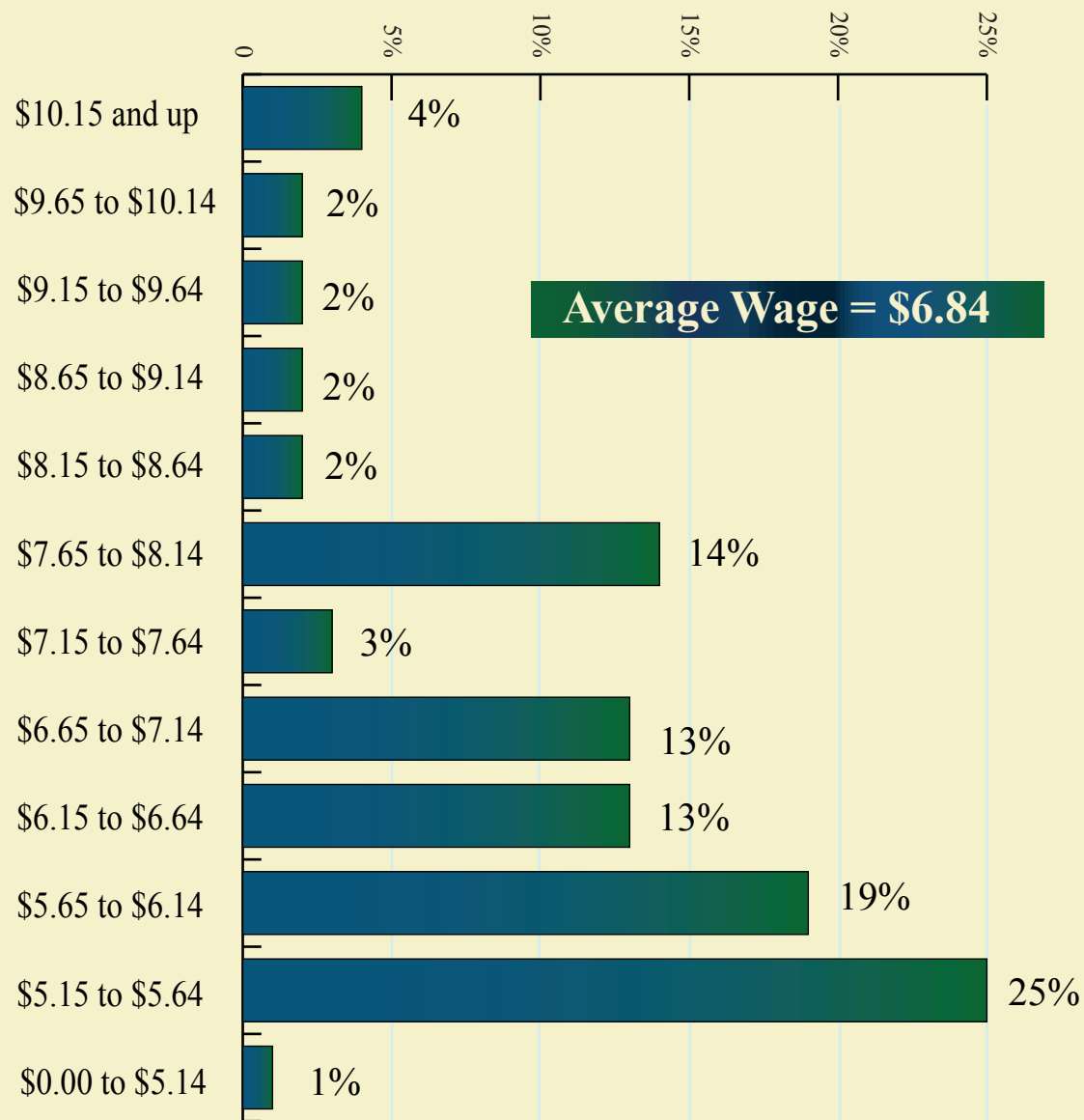
Farm Workers of Diversified Crops, Irrigators, and Farm Workers General I Combined



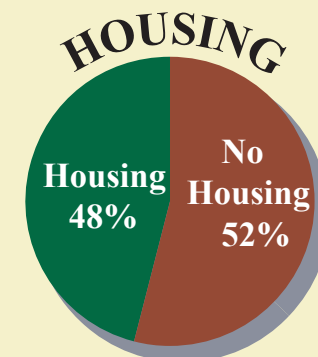
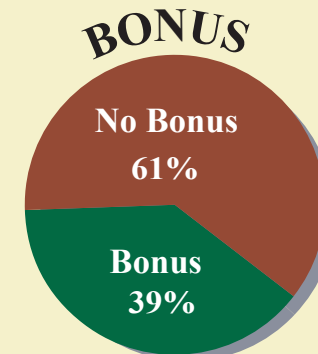
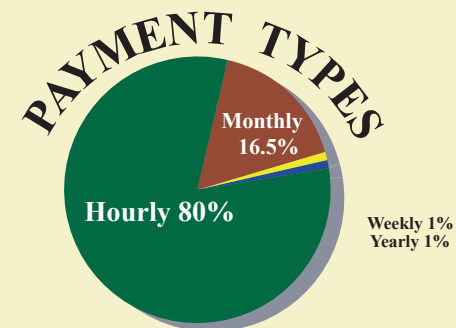
Daily <1%
Weekly <1%
Twice A Month <1%
Yearly 1%

Farm Workers of Diversified Crops

All Types of Pay by Pay Rate

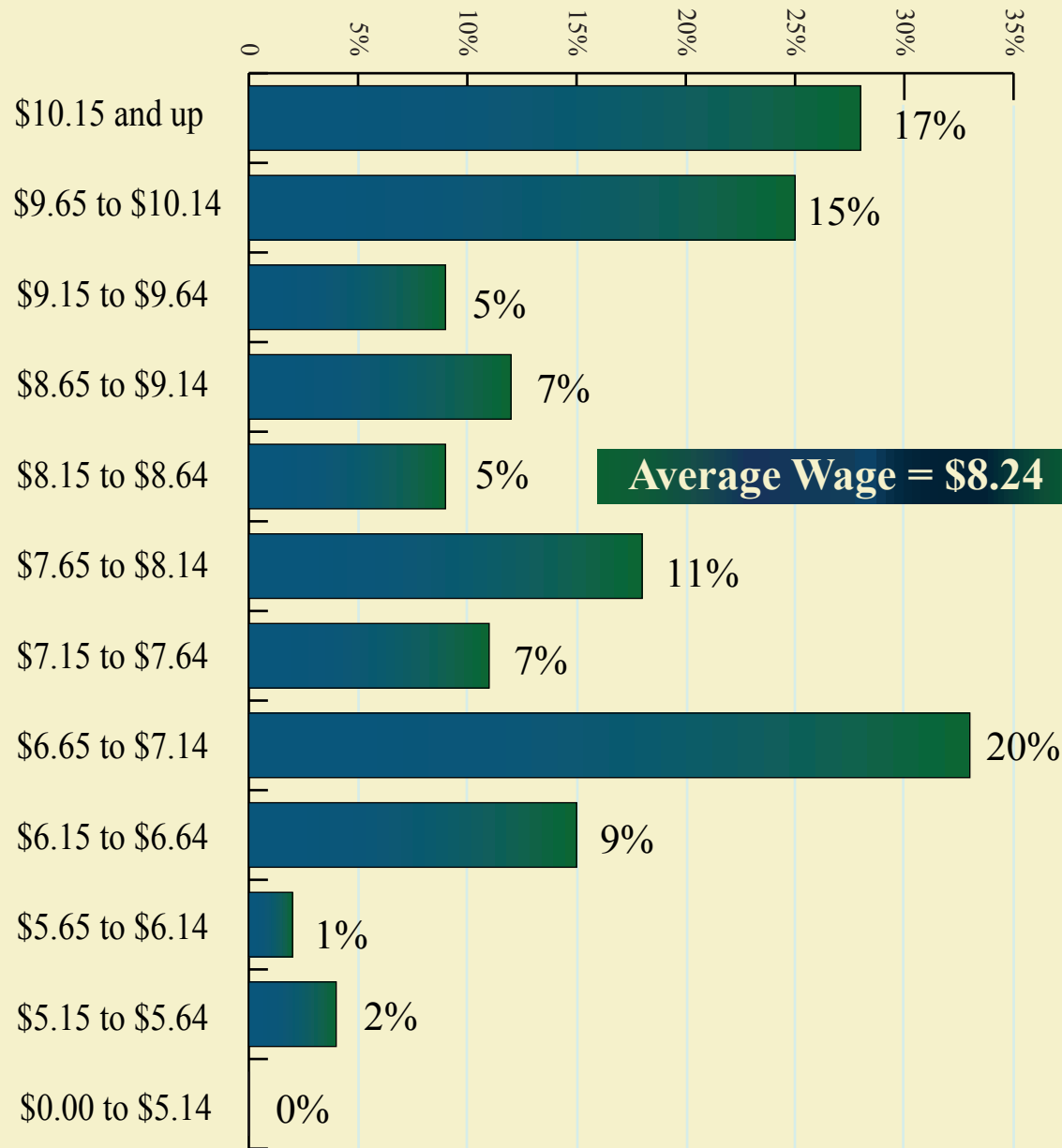


*Figures may not add to 100% due to rounding error.

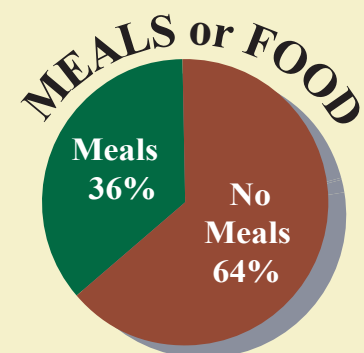
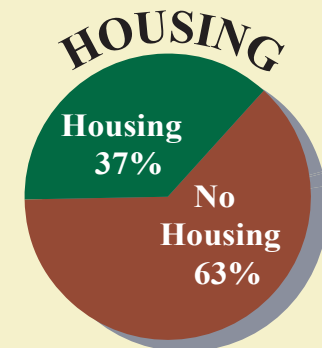
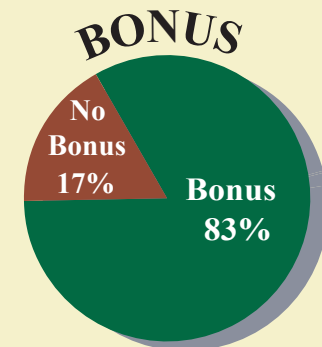
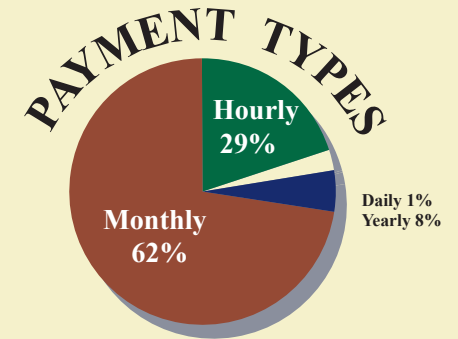


Farm Worker General I

All Types of Pay by Pay Rate

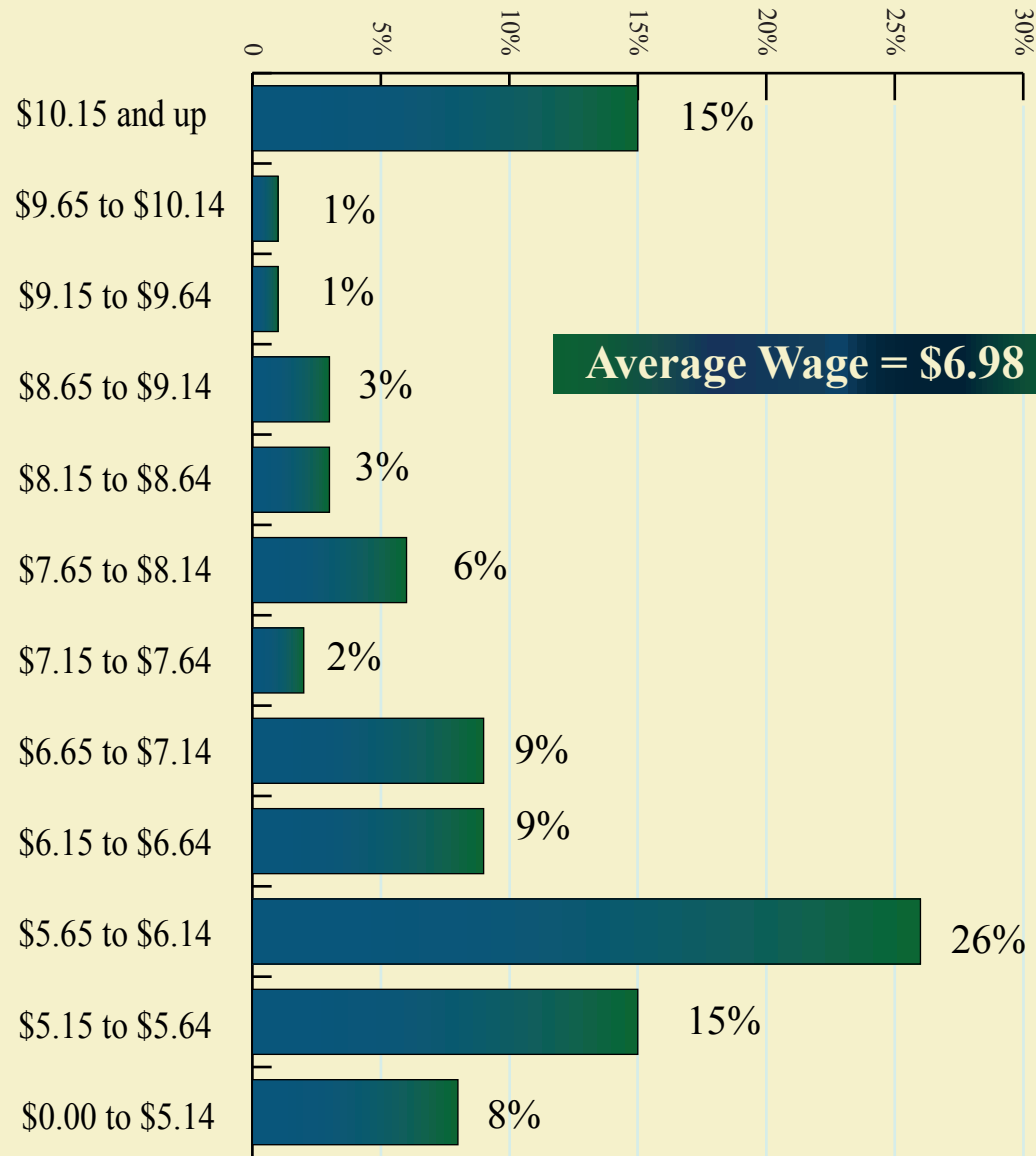


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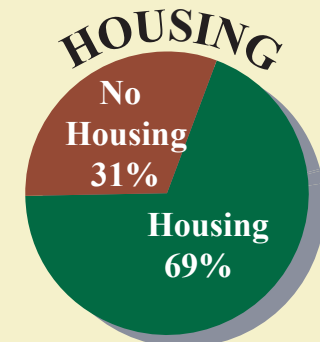
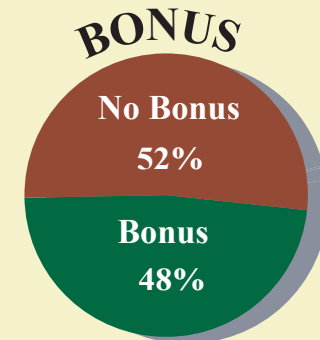
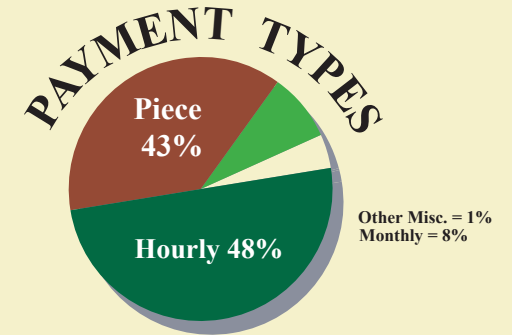


Irrigators

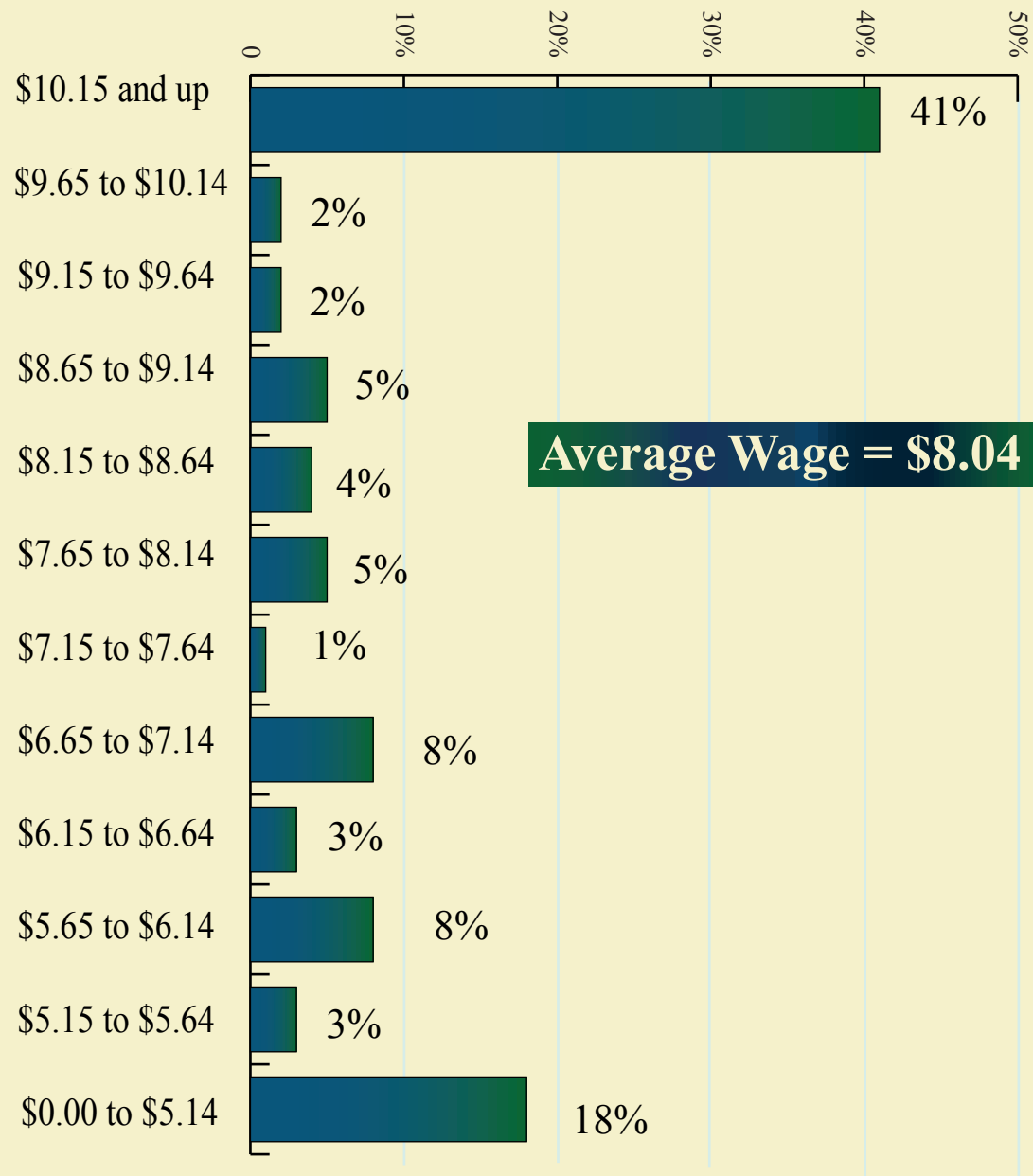
All Types of Pay by Pay Rate



**Figures may not add to 100% due to rounding error.*



Irrigators - Piece Rate Only



**Figures may not add to 100% due to rounding error.*

*Estimate of Idaho Farm/Farm Worker Coverage under the Federal Labor Standards Act (FLSA)

FLSA Applies in Idaho

Idaho's minimum wage law currently does not cover agricultural workers. However, the federal Fair Labor Standards Act (FLSA) requires that all farmers that engage in "interstate commerce" and have \$500,000 or more in gross annual sales must pay the federal minimum wage of \$5.15 an hour. The FLSA is written so that the law (state or federal) that is more favorable to the worker is the law that applies.

FLSA Agricultural Exemptions

The FLSA includes ag labor exemptions for: 1) *Small farm operations* using less than 500 man-days of agricultural labor in any calendar quarter of the preceding calendar year; 2) The employers *immediate family members*; 3) Hand harvest labor paid on a *piece rate basis* where the employee commutes daily from a permanent residence and works less than 13 weeks a year; 4) *Minors* 16 or younger employed in hand harvest labor on the same farm as the minor's parent; and 5) Employees engaged in range production of *livestock*.

Equivalent Man-Day Calculations

| | Man-Days | Average Full-time Farm Workers Calculated from Man-Days | Total Paid Wages per Quarter from Calculated Man-Days | *Estimated Total Non-Exempt Operators | *Estimated Total Non-Exempt Farm Workers |
|--|------------|---|---|---------------------------------------|--|
| | 700 | 9.0 | \$36,333 | 615 or 6.8% | 16,413 or 55% |
| | 600 | 7.7 | \$31,084 | 714 or 7.9% | 17,283 or 58% |
| Current FLSA 500 Man-Day Standard | 500 (FLSA) | 6.4 | \$25,837 | 822 or 9.1% | 18,113 or 61% |
| | 400 | 5.1 | \$20,589 | 927 or 10.3% | 18,782 or 63% |
| Idaho UI Coverage \$20,000 Standard | 350 | 4.5 | \$18,167 | **980 or 10.9% | **19,081 or 64% |

***Indicates Idaho UI tax code only covers employers paying out \$20,000 or more per quarter. Thus wage data below \$20,000 may slightly underestimate operators and farm workers. The Idaho Department of Labor does not have the data that would allow for estimates below 350 man-days.*

* Estimates are based on the following assumptions:

- Data sources: Agricultural Estimation Model, Ag Census, Current Population Survey, Decennial Census, Covered Unemployment Insurance (UI), Idaho Department of Labor Farm worker Survey 2000.
- The average farm worker works 6 days a week 8 hours a day during the quarter of April, May, and June 2000.
- Farm workers on average make \$6.47 per hour while working full-time (based on the Idaho Department of Labor's annual farm worker survey - 2000).
- Calculated 78 working days for the April-May-June season for purposes of Man-Day calculation.
- A farm is defined as having annual sales of or greater than \$10,000.
- In June 2000 estimates indicated that there were approximately 9,013 operators and 29,825 hired farm workers based on the Idaho Agricultural Estimation Model.